

**UNITED STATES OF AMERICA
MERIT SYSTEMS PROTECTION BOARD**

DOUGLAS MARRISETTE,
Appellant,

DOCKET NUMBER
AT-0752-15-0680-B-1

v.

DEPARTMENT OF VETERANS
AFFAIRS,
Agency.

DATE: June 2, 2023

THIS FINAL ORDER IS NONPRECEDENTIAL¹

Norman Jackman, Esquire, Cambridge, Massachusetts, for the appellant.

Luis E. Ortiz, Orlando, Florida, for the agency.

BEFORE

Cathy A. Harris, Vice Chairman
Raymond A. Limon, Member

FINAL ORDER

¶1 The appellant has filed a petition for review of the remand initial decision, which dismissed for lack of jurisdiction the appeal of his removal pursuant to a last chance agreement (LCA). On petition for review, the appellant reasserts his closing arguments and resubmits evidence. *Compare Marrisette v. Department of*

¹ A nonprecedential order is one that the Board has determined does not add significantly to the body of MSPB case law. Parties may cite nonprecedential orders, but such orders have no precedential value; the Board and administrative judges are not required to follow or distinguish them in any future decisions. In contrast, a precedential decision issued as an Opinion and Order has been identified by the Board as significantly contributing to the Board's case law. See [5 C.F.R. § 1201.117\(c\)](#).

Veterans Affairs, MSPB Docket No. AT-0752-15-0680-B-1, Remand Petition for Review (RPFR) File, Tab 1, with *Marrisette v. Department of Veterans Affairs*, MSPB Docket No. AT-0752-15-0680-B-1, Remand File (RF), Tab 16. The agency has filed a response. RPFR File, Tab 3.² Generally, we grant petitions such as this one only in the following circumstances: the initial decision contains erroneous findings of material fact; the initial decision is based on an erroneous interpretation of statute or regulation or the erroneous application of the law to the facts of the case; the administrative judge's rulings during either the course of the appeal or the initial decision were not consistent with required procedures or involved an abuse of discretion, and the resulting error affected the outcome of the case; or new and material evidence or legal argument is available that, despite the petitioner's due diligence, was not available when the record closed. Title 5 of the Code of Federal Regulations, section 1201.115 ([5 C.F.R. § 1201.115](#)). After fully considering the filings in this appeal, we conclude that the petitioner has not established any basis under section 1201.115 for granting the petition for review. Therefore, we DENY the petition for review. Except as expressly MODIFIED to address the scope and applicability of the waiver of appeal rights in the LCA, we AFFIRM the remand initial decision.

¶2 The appellant's reassertion of his closing arguments on review, without more, does not provide a reason to disturb the administrative judge's findings that the appellant failed to show that he did not voluntarily enter into the LCA or that he complied with the LCA. RPFR File, Tab 1 at 4-7; RF, Tab 17, Remand Initial Decision at 4-9; *see Rhett v. U.S. Postal Service*, [113 M.S.P.R. 178](#), ¶ 13 (2010) (explaining that, to establish that a waiver of appeal rights in an LCA should not be enforced, an appellant must show one of the following: (1) he complied with the LCA; (2) the agency materially breached the LCA or acted in bad faith; (3) he did not voluntarily enter into the LCA; or (4) the LCA resulted from fraud or

² We have not considered the agency's submission of evidence on review because it is immaterial to the outcome of this appeal.

mutual mistake). Further, the evidence attached to the appellant's petition for review is already a part of the record, and we find it does not contain any information of sufficient weight to change the outcome. RPFR File, Tab 1 at 8-10; RF, Tab 16 at 8-10; *see Meier v. Department of the Interior*, [3 M.S.P.R. 247](#), 256 (1980); [5 C.F.R. § 1201.115](#)(a), (d).

¶3 However, we modify the remand initial decision, as follows, to address the scope and applicability of the waiver of appeal rights in the LCA. *See Rhett*, [113 M.S.P.R. 178](#), ¶ 17. It is well settled that a waiver of a statutory right must be clear, unequivocal, and decisive. *Hamiter v. U.S. Postal Service*, [96 M.S.P.R. 511](#), ¶ 15 (2004). Here, the LCA concerned the agency's November 12, 2012 decision to remove the appellant. *Marrisette v. Department of Veterans Affairs*, MSPB Docket No. AT-0752-15-0680-I-1, Initial Appeal File, Tab 7, Subtab 4f at 1. Under the LCA, the agency agreed to hold the effective date of his removal in abeyance in return for his compliance with the terms of the LCA for a 2-year period. *Id.* The appellant agreed that any violation of the LCA would result in his removal becoming effective immediately upon notice of the violation, and he further agreed to waive his right to appeal the November 12, 2012 removal decision. *Id.* at 1-2. We find that this language constitutes a clear and unequivocal waiver of the appellant's right to appeal the implementation of his November 12, 2012 removal to the Board. *See Bruhn v. Department of Agriculture*, [124 M.S.P.R. 1](#), ¶¶ 20-22 (2016) (finding that the appellant waived his right to appeal the implementation of his prior removal under the terms of the LCA). Accordingly, we affirm the dismissal of this appeal for lack of jurisdiction.

NOTICE OF APPEAL RIGHTS³

The initial decision, as supplemented by this Final Order, constitutes the Board's final decision in this matter. [5 C.F.R. § 1201.113](#). You may obtain review of this final decision. [5 U.S.C. § 7703\(a\)\(1\)](#). By statute, the nature of your claims determines the time limit for seeking such review and the appropriate forum with which to file. [5 U.S.C. § 7703\(b\)](#). Although we offer the following summary of available appeal rights, the Merit Systems Protection Board does not provide legal advice on which option is most appropriate for your situation and the rights described below do not represent a statement of how courts will rule regarding which cases fall within their jurisdiction. If you wish to seek review of this final decision, you should immediately review the law applicable to your claims and carefully follow all filing time limits and requirements. Failure to file within the applicable time limit may result in the dismissal of your case by your chosen forum.

Please read carefully each of the three main possible choices of review below to decide which one applies to your particular case. If you have questions about whether a particular forum is the appropriate one to review your case, you should contact that forum for more information.

(1) Judicial review in general. As a general rule, an appellant seeking judicial review of a final Board order must file a petition for review with the U.S. Court of Appeals for the Federal Circuit, which must be received by the court within **60 calendar days** of the date of issuance of this decision. [5 U.S.C. § 7703\(b\)\(1\)\(A\)](#).

³ Since the issuance of the initial decision in this matter, the Board may have updated the notice of review rights included in final decisions. As indicated in the notice, the Board cannot advise which option is most appropriate in any matter.

If you submit a petition for review to the U.S. Court of Appeals for the Federal Circuit, you must submit your petition to the court at the following address:

U.S. Court of Appeals
for the Federal Circuit
717 Madison Place, N.W.
Washington, D.C. 20439

Additional information about the U.S. Court of Appeals for the Federal Circuit is available at the court's website, www.cafc.uscourts.gov. Of particular relevance is the court's "Guide for Pro Se Petitioners and Appellants," which is contained within the court's Rules of Practice, and Forms 5, 6, 10, and 11.

If you are interested in securing pro bono representation for an appeal to the U.S. Court of Appeals for the Federal Circuit, you may visit our website at <http://www.mspb.gov/probono> for information regarding pro bono representation for Merit Systems Protection Board appellants before the Federal Circuit. The Board neither endorses the services provided by any attorney nor warrants that any attorney will accept representation in a given case.

(2) Judicial or EEOC review of cases involving a claim of discrimination. This option applies to you only if you have claimed that you were affected by an action that is appealable to the Board and that such action was based, in whole or in part, on unlawful discrimination. If so, you may obtain judicial review of this decision—including a disposition of your discrimination claims—by filing a civil action with an appropriate U.S. district court (*not* the U.S. Court of Appeals for the Federal Circuit), within **30 calendar days** after you receive this decision. [5 U.S.C. § 7703\(b\)\(2\)](#); *see Perry v. Merit Systems Protection Board*, [582 U.S. 420](#) (2017). If you have a representative in this case, and your representative receives this decision before you do, then you must file with the district court no later than **30 calendar days** after your representative receives this decision. If the action involves a claim of discrimination based on

race, color, religion, sex, national origin, or a disabling condition, you may be entitled to representation by a court-appointed lawyer and to waiver of any requirement of prepayment of fees, costs, or other security. See [42 U.S.C. § 2000e-5\(f\)](#) and [29 U.S.C. § 794a](#).

Contact information for U.S. district courts can be found at their respective websites, which can be accessed through the link below:

http://www.uscourts.gov/Court_Locator/CourtWebsites.aspx.

Alternatively, you may request review by the Equal Employment Opportunity Commission (EEOC) of your discrimination claims only, excluding all other issues. [5 U.S.C. § 7702\(b\)\(1\)](#). You must file any such request with the EEOC's Office of Federal Operations within **30 calendar days after you receive** this decision. [5 U.S.C. § 7702\(b\)\(1\)](#). If you have a representative in this case, and your representative receives this decision before you do, then you must file with the EEOC no later than **30 calendar days after your representative receives** this decision.

If you submit a request for review to the EEOC by regular U.S. mail, the address of the EEOC is:

Office of Federal Operations
Equal Employment Opportunity Commission
P.O. Box 77960
Washington, D.C. 20013

If you submit a request for review to the EEOC via commercial delivery or by a method requiring a signature, it must be addressed to:

Office of Federal Operations
Equal Employment Opportunity Commission
131 M Street, N.E.
Suite 5SW12G
Washington, D.C. 20507

(3) Judicial review pursuant to the Whistleblower Protection Enhancement Act of 2012. This option applies to you only if you have raised claims of reprisal for whistleblowing disclosures under [5 U.S.C. § 2302\(b\)\(8\)](#) or

other protected activities listed in [5 U.S.C. § 2302\(b\)\(9\)\(A\)\(i\), \(B\), \(C\), or \(D\)](#). If so, and your judicial petition for review “raises no challenge to the Board’s disposition of allegations of a prohibited personnel practice described in section 2302(b) other than practices described in section 2302(b)(8), or 2302(b)(9)(A)(i), (B), (C), or (D),” then you may file a petition for judicial review either with the U.S. Court of Appeals for the Federal Circuit or any court of appeals of competent jurisdiction.⁴ The court of appeals must receive your petition for review within **60 days** of the date of issuance of this decision. [5 U.S.C. § 7703\(b\)\(1\)\(B\)](#).

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Washington, D.C. 20439

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⁴ The original statutory provision that provided for judicial review of certain whistleblower claims by any court of appeals of competent jurisdiction expired on December 27, 2017. The All Circuit Review Act, signed into law by the President on July 7, 2018, permanently allows appellants to file petitions for judicial review of MSPB decisions in certain whistleblower reprisal cases with the U.S. Court of Appeals for the Federal Circuit or any other circuit court of appeals of competent jurisdiction. The All Circuit Review Act is retroactive to November 26, 2017. Pub. L. No. 115-195, 132 Stat. 1510.

Board neither endorses the services provided by any attorney nor warrants that any attorney will accept representation in a given case.

Contact information for the courts of appeals can be found at their respective websites, which can be accessed through the link below:

http://www.uscourts.gov/Court_Locator/CourtWebsites.aspx.

FOR THE BOARD:

/s/ for

Jennifer Everling
Acting Clerk of the Board

Washington, D.C.